

ILLINOIS FOP LABOR COUNCIL

and

VILLAGE OF DOLTON

Lieutenant and Sergeant

May 1, 2012 – April 30, 2017

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AGREEMENT BETWEEN

VILLAGE OF DOLTON

AND

ILLINOIS FRATERNAL ORDER OF POLICE LABOR COUNCIL

May 1, 2012-April 30, 2017

NOD Before 3/1/17

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**AGREEMENT
BETWEEN
VILLAGE OF DOLTON
AND
ILLINOIS FRATERNAL ORDER OF POLICE LABOR COUNCIL**

PREAMBLE

THIS AGREEMENT entered into by the VILLAGE OF DOLTON, ILLINOIS (hereinafter referred to as the "Village" or the "Employer") and the ILLINOIS FRATERNAL ORDER OF POLICE LABOR COUNCIL (hereinafter referred to as "Union"), has as its basic purpose the promotion of harmonious relations between the Employer and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of an entire Agreement covering rates of pay, hours of work and conditions of employment applicable to bargaining unit employees. In consideration of the mutual promises, covenants and agreement contained herein, the parties hereto, by their duly authorized representatives and/or agents, do mutually covenant and agree as follows:

ARTICLE I - RECOGNITION

SECTION 1.1 RECOGNITION.

Pursuant to the Certification by the Illinois State Labor Relations Board in Case No. S-RC-14-069, the Village recognizes the Union as the sole and exclusive collective bargaining representative for all full-time sworn Police Officers employed by the Village of Dolton, in the rank of Sergeant and Lieutenant, but excluding Chief of Police, Assistant Chief of Police, patrol officers, and all other employees of the Village of Dolton.

SECTION 1.2 FAIR REPRESENTATION.

The Union recognizes its responsibility as bargaining agent and agrees fairly to represent all employees in the bargaining unit, whether or not they are members of the Union.

SECTION 1.3 UNION OFFICERS/REPRESENTATION.

For purposes of this Agreement, the term "Union Representatives" shall refer to the Union's elected local officers and Labor Council representatives. All formal notifications to the Union shall be addressed to the Illinois Fraternal Order of Police Labor Council, 5600 S. Wolf Road, Western Springs, Illinois, 60558 and one Dolton Police Department representative c/o Dolton Police Department, 14030 Park, Dolton, Illinois. All formal notifications to the Village shall be addressed to President, and Village Administrator, Village of Dolton, 14014 Park Avenue, Dolton, Illinois 60419. Any changes in notification shall be in writing and served on the other party.

SECTION 1.4 GENDER.

Wherever the male gender is used in this Agreement, it shall be construed to include both males and females equally.

ARTICLE II - NON-DISCRIMINATION

The Village and Union agree not to discriminate in the administration of this Agreement against any employee on the basis of race, color, creed, sex age, national origin, marital status, parental status, religion, sexual preference, physical or mental handicap, actual or perceived or Union membership or Union activity within the requirements and limitations of federal and state statutes.

ARTICLE III - UNION SECURITY AND RIGHTS

SECTION 3.1 UNION MEMBERSHIP.

Employees covered by this agreement are free to join the Union or not join, as the individual employee so elects. Neither the Village nor the Union will interfere with employee free choice to join or not join.

SECTION 3.2 FAIR SHARE.

Any employee who chooses not to be a member of the Union or who fails to authorize dues deduction shall be required to pay a fair share (not to exceed the amount of the Union dues) of the cost of the collective bargaining process and contract administration. For those employees who are not members and/or who have not authorized dues deduction as of the date of the signing of this Agreement, the fair share provision shall be effective as of the first day of the month the contract is actually signed. The Village shall deduct fair share amounts from employees' paychecks as required by this Article to the extent permitted by law and remit said amounts to the Union by the 15th of the month following deduction, in the event that any employee covered hereby is precluded from making a fair share involuntary contribution as required by this Section on account of bona fide religious tenets or teachings of a church or religious body of which that employee is a member, that employee shall have the right to refuse to allow said involuntary deduction; provided, however, that said right to refuse shall continue only so long as the employee makes contributions at least equal in amount to the fair share fee amount to a non-religious charitable organization mutually agreed upon by the employee so refusing and the Union. For this purpose, the Union shall certify to the Village the names of all employees covered hereby who are relieved of the obligation to pay a fair share fee by virtue of this Section; and it shall be the sole obligation of the Union to verify that the contributions contemplated hereby have actually been made and that said employees are not subject to a fair share fee involuntary deduction.

SECTION 3.3 DUES CHECKOFF.

While this Agreement is in effect, the Village will deduct from the first paycheck each month the uniform, regular monthly Union dues for each employee in the bargaining unit who has filed with the Village a voluntary, effective check-off authorization. (Attached hereto and made part of this Agreement as Appendix "A"). If a conflict exists between the check off form and this Article, the terms of this Article and Agreement control. Dues shall be remitted to the Union by the 15th day of the month following deduction. Any Union member desiring to revoke the dues check-off may do so by written notice to the Village at any time during the thirty (30) day period prior to the annual anniversary date of the contract, in each year during the life of the contract. The Union may change the fixed uniform dollar amount which will be considered the regular monthly fees once each year during the life of this Agreement. The Union will give the Village thirty (30) days notice of any change in the amount of uniform dues to be deducted.

SECTION 3.4 UNION INDEMNIFICATION.

The Union shall indemnify, defend and save the Village harmless against any and all claims, demands, suits or other forms of liability (monetary or otherwise) and for all legal costs that shall arise out of or by reason of action taken or not taken by the Village in complying with the provisions of this Article. If an improper deduction is made, the Union shall refund directly to the employee any such amount.

SECTION 3.5 UNION USE OF BULLETIN BOARD.

The Village will make available space on a bulletin board for the posting of official Union notices of a non-political, non-inflammatory nature. The Union will limit the posting of Union notices to such bulletin board.

SECTION 3.6 ACTIVITY DURING WORKING HOURS.

A maximum of three (3) Union members shall after giving appropriate notice to the Village, be allowed reasonable time off, with pay, during working hours, to attend grievance hearings or grievance meetings, labor management meetings, or other meetings with the Village if y, virtue of their position with the Union, their attendance is necessary.

SECTION 3.7 ACCESS TO WORKSITES BY UNION REPRESENTATIVES.

The Village agrees that a representative from the local Union shall have reasonable access to the premises of the Village upon appropriate notice to the Village. Such access shall not interfere with the operations of the Police Department.

SECTION 3.8 DELEGATES.

Any Union member(s) chosen as delegates to attend a Policemen's Benevolent and Protective Association or Policemen's Benevolent and Protective Association Labor Committee seminar or meeting shall be allowed use of available time off options, provided that such time off shall not interfere with the operations of the Police Department, to attend any such meetings or seminars.

ARTICLE IV - LABOR-MANAGEMENT CONFERENCES

SECTION 4.1 MEETING REQUEST.

The Union and the Employer agree that in the interest of efficient management and harmonious employee relations, meetings shall be held, if requested by either party to this Agreement. Such meetings may be requested by either party at least seven (7) days in advance by placing in writing, a request to the other for a "labor-management conference" and expressly providing the agenda for such meeting. Such meetings and locations, if mutually agreed upon, shall be limited to items that both parties mutually agree to meet and discuss.

The request for labor-management meetings will not be unreasonably denied by either party.

SECTION 4.2 CONTENT.

It is expressly understood and agreed that such Labor Management meetings shall be exclusive of the grievance procedure. Specific grievances being processed under the grievance procedure shall not be considered at "labor-management conferences" nor shall negotiations for the purpose of altering any or all of the terms of this Agreement be carried on at such meetings.

SECTION 4.3 ATTENDANCE.

Attendance at labor-management meetings shall be voluntary on the Union member's part, and attendance during such meetings shall not be considered time worked for compensation purposes, except that if the parties agree to schedule a meeting during a Union member's regular straight-time shift, the Union member shall not be docked pay or compensation for overtime.

SECTION 4.4 WORK SCHEDULES.

The parties agree that, during the term of this Agreement, there will be a Labor-Management Committee which will hold a minimum of three Labor Management meetings especially dedicated to the issue of work schedules. More meetings may be held by mutual agreement. These meetings will play advisory role and may recommend changes in work schedules.

ARTICLE V - MANAGEMENT RIGHTS

Except as specifically limited by the express provisions of this Agreement, the Village retains all traditional rights to manage and direct the affairs of the Village in all of its various aspects and to manage and direct its employees, including but not limited to the following: to plan, direct, control and determine all the operations and services of the Village; to supervise and direct the working forces; to establish the qualifications for employment and to employ employees; to schedule and assign work; to establish work and productivity standards and, from time to time, to change those standards; to assign overtime; to determine the methods, means, organization and number of personnel in the Department; to make, alter and enforce reasonable rules, regulations, orders and policies; to evaluate employees; to discipline, suspend and discharge employees for just cause; to charge or eliminate existing methods, equipment or facilities; to establish, implement and maintain an effective internal control program; to determine the overall budget; and to carry out the mission of the Village provided, however, that the exercise of any of the above rights shall not conflict with any of the express written provisions of this Agreement.

ARTICLE VI - GRIEVANCE PROCEDURE

SECTION 6.1 DEFINITION.

A "grievance" is defined as a dispute or difference of opinion raised by an employee or the Council against the Village involving an alleged violation of an express provision of this Agreement.

The Chief shall have the sole authority to discipline.

SECTION 6.2 GRIEVANCE PROCEDURE.

Recognizing that grievances should be raised and settled promptly, a grievance must be raised within ten (10) calendar days of the occurrence of the event giving rise to the grievance. A grievance shall be processed as follows:

STEP 1: Pre Grievance Hearing: A written grievance shall be submitted to the Union member's immediate supervisor. The immediate supervisor shall meet with and hold a discussion between the Union member, accompanied by one (1) Union representative if the Union member so desires, and the immediate supervisor

within ten (10) calendar days of receiving the grievance. The supervisor shall answer, in writing, within ten (10) calendar days of this discussion.

STEP 2: Appeal to Chief: If the grievance is not settled in Step 1, the Union may, within ten (10) calendar days following receipt of the immediate supervisor's answer, file a written grievance with the Chief of Police signed by the Union member and one (1) Union representative on the Grievance form (attached hereto and made part hereof as Appendix "B") setting forth the nature of the grievance and the contract provision(s) involved. The union Officers (or a majority thereof), an outside representative of the Union, if the Union deems appropriate, and the Chief will discuss the grievance as a mutually agreeable time. The chief may have present other persons whom the Chief determines appropriate. If no agreement is reached in such discussion, the chief will give his answer in writing within ten (10) calendar days of the discussion.

STEP 3: Request For Review by Village Administrator: If the answer of the Chief is not acceptable, the grievant or the Union may, within fourteen (14) calendar days, submit a written explanation of its position to the Village Administrator. If the Village Administrator declines to review the grievance (e., because he does not choose to become involved in a department matter), the Village Administrator shall not answer and the Union may appeal to arbitration. If the Village Administrator elects to become involved, the Village Administrator shall submit a written answer within fourteen (14) calendar days. If the Village Administrator so elects, he and/or his designee(s) may meet with the Union representatives (or a majority thereof) accompanied by an outside Union representative, if appropriate, prior to submitting an answer.

SECTION 6.3 ARBITRATION.

If the grievance is not settled in Step 3 and the Union wishes to appeal the Union may refer the grievance to arbitration within thirty (30) calendar days of receipt of the Village Administrator's written answer or if the Village Administrator elects not to answer within thirty (30) days after the fourteen (14) day period for the Village Administrator to consider submitting an answer.

- A. The parties shall attempt to agree upon an arbitrator after receipt of the notice of referral. In the event the parties are unable to agree upon the arbitrator, the parties shall jointly request the Federal mediation and Conciliation Service to submit a panel of five (5) arbitrators. Each party retains the right to reject one (1) panel in its entirety and request that a new panel be submitted. The Village and the Union shall alternately strike names from the panel and the person remaining shall be the arbitrator. The parties shall toss a coin to determine which party strikes the first name.
- B. The arbitrator shall be notified of his selection and shall be requested to set a time and place for the hearing, subject to the availability of Union and Village representatives.

- C. The Village and the Union shall have the right to request the arbitrator to require the presence of witnesses or documents. The Village and the Union retain the right to employ legal counsel.
- D. The arbitrator shall submit his decision in writing within thirty (30) calendar days following the close of the hearing or the submission of briefs by the parties, whichever is later.
- E. More than one (1) grievance may be submitted to the same arbitrator if both parties mutually agree in writing.
- F. The fees and expenses of the arbitrator and the cost of a written transcript, if any, shall be divided equally between the Village and the Union; provided, however, that each party shall be responsible for compensating its own representatives and witnesses.

SECTION 6.4 LIMITATIONS ON AUTHORITY OF ARBITRATOR.

The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The Arbitrator shall be without power to make any decision or award which is contrary to or inconsistent with, in any way, applicable laws, or of rules and regulations of administrative bodies that have the force and effect of law. The arbitrator shall not in any way limit or interfere with the powers, duties and responsibilities of the Village under law and applicable court decisions. Any decision or award of the arbitrator rendered within the limitations of this Section 6.4 shall be final and binding upon the Village, the Council and the employees covered by this Agreement.

ARTICLE VII - NO STRIKE - NO LOCKOUT

SECTION 7.1 NO STRIKE.

Neither the Union nor any officers, agents or employees will instigate, promote, sponsor, engage in or condone any strike, sympathy strike, slowdown, sit-down, concerted stoppage of work, concerted refusal to perform overtime, concerted, abnormal and unapproved enforcement procedures or policies or work to the rule situation, mass resignations, mass absenteeism or any other intentional interruption or disruption of the operations of the Village, regardless of the reason for so doing. Any or all employees who violate any of the provisions of this Article may be discharged or otherwise disciplined by the Village. Each employee who holds the position of employee or representative of the Union occupies a position of special trust and responsibility in maintaining and bringing about compliance with the provisions of this Article. In addition, in the event of a violation of this Section of this Article, the Union agrees to inform its members of their obligations under this Agreement and to direct them to return to work.

SECTION 7.2 NO LOCKOUT.

The Village will not lock out any employee during the term of this Agreement as a result of a labor dispute with the Union.

SECTION 7.3 PENALTY.

The only matter which may be made the subject of a grievance concerning disciplinary action imposed for an alleged violation of Section 7.1 is whether or not the employee actually engaged

in such prohibited conduct. The failure to confer a penalty in any instance is not a waiver of such right in any other instance nor is it a precedent.

SECTION 7.4 JUDICIAL RESTRAINT.

Nothing contained herein shall preclude the Village or the Union from obtaining judicial restraint and damages in the event the other party violates this Article.

ARTICLE VIII - HOURS OF WORK AND OVERTIME

SECTION 8.1 APPLICATION OF ARTICLE.

This article is intended only as a basis for calculating overtime payments, and nothing in this Agreement shall be construed as a guarantee of hours of work per day or per week.

SECTION 8.2 NORMAL WORKWEEK AND WORKDAY.

The normal workweek shall average forty (40) hours and some weeks less than forty (40) hours.

The normal workday for payroll and overtime pay computation purposes shall be eight (8) hours, which shall include 15-minutes roll call prior to the shift and the rest and lunch periods set forth in Section 13.5 (e.g., 6:45 am. - 3:00 p.m.). The shifts, workdays and hours to which Union members are assigned shall be stated on a departmental work schedule. Should it be necessary, in the interest efficient operations, to establish different shift starting or ending times or schedules, the Village will give notice of such change to the individuals affected, however, such changes shall not be implemented arbitrarily or capriciously and not solely for the purpose of avoiding overtime.

The Village and the Union agree that, by mutual consent, alternate scheduling plans may be considered and implemented.

SECTION 8.3 OVERTIME PAY.

Union members shall be paid one and one-half (1-1/2) times their regular rate of pay for all hours worked in excess of eight (8) consecutive hours in a scheduled day, provided the employee works eighty (80) hours in a biweekly payroll period.

Vacation time, holidays, sick time, personal days and paid time due, training and funeral days shall be considered as hours worked for the purpose of calculating overtime.

SECTION 8.4 SPECIAL EVENTS.

As an exception to Section 8.3 and Section 8.4, employees who volunteer to work time which the Village designates as Special Events shall receive straight time pay for said Special Events.

SECTION 8.5 PAID TIME DUE.

The maximum time due which a Union member may accrue shall be unlimited and Union members shall have unlimited use of time due, provided, a Union member's request to schedule time due off shall be granted, so long as the Department can satisfy its required manning.

The maximum carryover of time due from year to year shall be sixteen (16) hours plus any hours, the use of which was prohibited by the Employer. Union members shall be allowed to

"cash out" any accrued time due at any time. All accrued company time due (CTD) on the books as of the date of the effective date of this Agreement shall be considered "time due" for purposes of Section 8.5 of this Agreement.

SECTION 8.6 OFF DUTY COURT TIME.

When an employee is required to spend off-duty time in court on behalf of the Village, the employee will receive overtime pay under Section 8.3, with a minimum pay guarantee of four (4) hours pay at time and one-half for all court appearances.

SECTION 8.7 CALL BACK.

A Union member covered by this Agreement who is called back to work after having left work, shall receive a minimum of two (2) hours work at time and one-half rates. Call back pay shall not be paid if the Union member is called to work immediately before or after the regular shift.

SECTION 8.8 NO PYRAMIDING.

Compensation shall not be paid more than once for the same hours under any provision of this Article or Agreement.

SECTION 8.9 ATTENDANCE AT STAFF/COMMAND MEETINGS.

All Union members shall be paid one and one half (1 ½) times their regular hourly rate of pay for attendance of Staff and Command meetings scheduled for the Union members off-duty hours as set forth in Article VIII, Section 8.3 of this Agreement.

SECTION 8.10 SCHEDULING OF OVERTIME.

Whenever an opportunity for overtime arises as a result of the absence of a member of an employee covered by this Agreement, the employer shall first make every reasonable effort to fill the overtime work voluntarily by offering it to members of the bargaining unit in seniority order, prior to seeking a patrol officer to fill the overtime assignment.

ARTICLE IX - HOLIDAYS

SECTION 9.1 HOLIDAYS.

In lieu of paid holidays, Union members who have completed one (1) year of service with the Village shall receive twelve (12) paid holidays annually, to be scheduled as additional vacation time off, subject to approval of the Chief of Police.

ARTICLE X - VACATIONS

SECTION 10.1 PAID VACATIONS.

Union members who, as of their anniversary date each year, attain the years of continuous service with the Police Department as indicated in the following table, shall receive vacation with pay as follows:

CONTINUOUS SERVICE	VACATION
1 YEAR	2 WEEKS

7 YEARS	3 WEEKS
15 YEARS	4 WEEKS
20 YEARS	5 WEEKS

Vacation days may be taken in daily or weekly increments. For purposes of this Section "year" shall mean a calendar year.

SECTION 10.2 VACATION PAY.

A week's vacation pay shall be calculated on the basis of forty (40) hours at the Union member's regular straight-time rate at the time the vacation is taken.

SECTION 10.3 VACATION SCHEDULING.

Vacations shall be scheduled on a year round basis and there shall be no accumulation of vacation time from year to year, unless the Union member is prevented from using vacation time at the request of the Police Department, in which event, vacation must be used within six (6) months of the anniversary date. The Police Chief shall schedule vacations and determine the maximum number of employees who may be on vacation at any one time, taking into account the needs of the Police Department, employee advance requests, and employee seniority. Vacation may not be taken in increments of less than one (1) day.

ARTICLE XI - SICK LEAVE

SECTION 11.1 BASIC SICK LEAVE PROGRAM.

All Union members shall accrue one (1) sick leave day per month with a maximum accumulation of one hundred sixty (160) days. Sick leave may be taken in a minimum of one-half (1/2) day increments only. A doctor's statement may be required for absences of three (3) consecutive work days or more and upon the twelfth (12th) and subsequent instance of un-excused sick usage. A doctor's statement may be required more frequently as directed by the Chief of Police based upon his determination. An employee must be on the active payroll (i.e., actually work, be paid as if worked or be receiving worker's compensation benefits as the result of a duty-related injury) each month to accrue the maximum of twelve (12) days per year. Any month in which the employee is not on the active payroll the employee accrues one (1) less sick leave day for that year. When an employee retires he or she shall be paid for 80% of his or her accrued sick leave up to one hundred twenty-eight (128) days by remaining on the payroll until 80% of accumulated sick leave has been paid in full to the employee.

This provision shall not apply to disputes between a Union member and the Village when the Union member is claiming benefits under the Illinois Worker's Compensation Act.

For purposes of this Section, "Year" means a calendar year.

SECTION 11.2 DISCRETIONARY SICK LEAVE.

After a Union member has exhausted the basic sick leave program referred to in A and B above, the Union member may apply to the Chief of Police for discretionary sick leave in reaching this decision to grant or deny the request, the Chief of Police will evaluate the officer's length of service and attendance record. If discretionary sick leave is granted, the Chief of Police shall

determine the duration of the discretionary sick leave, including the authority to terminate or cancel sick leave if the Chief of Police determines it appropriate; provided, however, that reasonable requests for discretionary sick leave shall not be unreasonably denied.

ARTICLE XII - LAYOFF AND RECALL

SECTION 12.1 LAYOFF / DEMOTION.

In addition to the provisions of 5/10-2.1-18 the Village, in its discretion, shall determine whether layoffs and or demotions are necessary however, no Union member shall be laid off or demoted until all full time patrol officers, part-time, temporary and/or auxiliary employees shall be laid off first, prior to any Union member, and, furthermore, no person or persons shall perform any of the duties of any Union member who is on layoff. If it is determined that layoffs or demotion are necessary, Union members will be laid off/demoted in reverse seniority order with demotions of Union members occurring before any layoffs. In the event of demotions, Union members shall assume the next lowest civil service rank. Except in an emergency, no layoff or demotion will occur without at least thirty (30) calendar days notification to the Council.

The Village agrees to consult the Union, upon request, and afford the Union an opportunity to propose alternatives to the layoff, or demotion, through such consultation shall not be used to delay the layoff or demotion.

SECTION 12.2 RECALL.

Employees who are laid off or demoted shall be placed on recall list for a period of three (3) years, at which point seniority and the employment relationship will terminate. If there is a recall, Union members who are still on the recall list shall be recalled, in the inverse order of their layoff. Union members who are eligible for recall and notice of recall shall be sent to the Union member by certified or registered mail, with a copy to the Union, provided that the Union member must notify the Chief of Police or his designee of his intention to return to work within three (3) days after receiving notice of recall. The Village shall be deemed to have fulfilled its obligations by mailing the recall notice by certified mail, return receipt requested, to the mailing address last provided by the Union member, it being the obligation and responsibility of the Union member to provide the Chief of Police or his designee with his latest mailing address. If a Union member fails to timely respond to a recall notice, his name shall be removed from the recall list.

ARTICLE XIII - WAGES AND OTHER BENEFITS

SECTION 13.1 WAGE RATES.

Wage rates for current Union members shall be increased 4.00% effective May 1, 2008; 4.00% effective May 1, 2009; 2.00 effective May 1, 2010 and 2.00% effective May 1, 2011. The annual salary schedule shall be as follows:

	5/1/2011	5/1/2012	5/1/2013	5/1/2014	5/1/2015	5/1/2016
		2.00%	2.00%	2.00%	2.00%	2.00%
Sergeants	\$78,219	\$79,783	\$81,379	\$83,007	\$84,667	\$86,360
Lieutenants	\$85,875	\$87,593	\$89,344	\$91,131	\$92,954	\$94,813

Wage rates shall be retroactive to May 1, 2012, on all wages, compounded annually.

SECTION 13.2 ACTING LIEUTENANT COMPENSATION.

Any Sergeant who serves as an "Acting Lieutenant" shall receive ½ hour of compensatory time for each day that Sergeant serves as "Acting Lieutenant."

SECTION 13.3 PERSONAL LEAVE DAYS.

Union members shall be eligible for four (4) personal leave days annually. Leave days must be taken in full day increments and will be scheduled based on employee's request, as approved by the Chief of Police or his designee, whose decision is final. Personal leave days do not accumulate and cannot be carried over from year to year provided, however, that if a Union member cannot utilize their personal leave days due to restrictions on the utilization thereof imposed by the Village, such unused personal leave days may be utilized within the first sixty (60) days of the next calendar year. Bargaining unit members shall not be denied the use of any personal day request when a minimum of eleven (11) days advance notice is given. Any request less than eleven (11) day advance notice shall be subject to staffing requirements.

SECTION 13.4 PAY DAY.

Union members will be paid every two (2) weeks.

SECTION 13.5 REST PERIODS.

Union members will receive two (2) 15 minute rest periods per shift as scheduled by the Village, unless not allowed because of emergency. Union members must remain at work until the beginning of the rest period and resume work immediately at the end of the rest period. Union members shall receive a thirty (30) minute lunch period.

SECTION 13.6 UNIFORM ALLOWANCE

Newly hired employees shall be supplied uniforms and equipment which the department determines appropriate. Employees who have completed the probationary period shall receive an annual cash uniform allowance of \$600 payable fifty percent (50%) in June and fifty percent (50%) in November. Employees are required to maintain their uniforms in a professional fashion at all times. The uniform allowances set forth herein shall be retroactively effective to May 1, 2012.

SECTION 13.7 LONGEVITY PAY.

In addition to the Wages set forth in Section 13.1, Union members shall receive longevity pay as follows:

SERVICE	LONGEVITY PAY
---------	---------------

Five (5) Years	\$1,500.00
Every Five (5) Years Thereafter	\$1,500.00

SECTION 13.8 SAFETY INCENTIVE.

If the Chief of Police determines a Union member has no chargeable accident in a calendar year, the Union member will receive eight (8) hours of paid time due that calendar year.

SECTION 13.9 SENIORITY.

Seniority for purposes of this Agreement shall mean time in rank.

ARTICLE XIV - LEAVES OF ABSENCE

SECTION 14.1 UNPAID DISCRETIONARY LEAVES OTHER THAN FMLA.

The Village may grant an unpaid leave of absence under this Article to any Union member where the Village determines there is good and sufficient reason. The Village shall set the terms and conditions of the leave.

SECTION 14.2 APPLICATION FOR LEAVE.

Any request for a leave of absence shall be submitted in writing by the Union member to the Police Chief or his designee as far in advance as practicable and the Chief of Police will submit a copy to the Board of

Fire and Police Commissioners. The request shall state the reason for the leave of absence and the approximate length of time off the Union member desires. Authorization for leave of absence shall, if granted, be furnished to the Union member by his immediate supervisor and it shall be in writing.

SECTION 14.3 MILITARY LEAVE.

Military leave shall be granted in accordance with applicable law.

SECTION 14.4 FUNERAL LEAVE.

In the event of death in the immediate family (defined as the Union member's legal spouse, children, step-children, adopted children, parents, parents of spouse, and step-parents, brother and sister, Union member's grandparent's and brother-in-law and sister-in-law, grandchild), a Union member shall be granted three (3) consecutive work days as funeral leave if the Union member attends the funeral (one (1) day funeral leave for other relatives pursuant to prior practice). If the funeral occurs on days which are not consecutive work days, no additional work days shall be awarded for funeral leave beyond the term of the entire funeral. A Union member, if requested may be required to provide satisfactory evidence of the death of a member of the immediate family.

SECTION 14.5 NON-EMPLOYMENT ELSEWHERE.

A leave of absence will not be granted to enable a Union member to try for or accept employment elsewhere or for self-employment. Union members who engage in employment

elsewhere or self-employment, during such leave shall be subject to discipline up to and including termination, unless such leave is taken for the purpose of employment with the PBPA Labor Committee.

SECTION 14.6 FAMILY MEDICAL LEAVE ACT.

Union members shall be covered by the family Medical Leave Act of 1993, as amended, and shall be eligible for twelve (12) weeks of leave, combined, per calendar year in the event of a birth, adoption, or foster care of a child, or a serious health condition of a Union member or a Union member's immediate family or a health condition rendering the Union member unable to perform the duties required.

Union members must provide the Village thirty (30) days notice, if possible, before taking such leave, or notify the Village as soon as practical. Before going on unpaid leave status, a Union member may use, at the Union member's choice, any and all time off options including sick time, however, the Union member shall have the option, after thirty (30) days leave, to remain on Family Medical leave or receive the full benefits granted by the present insurance plan.

The Village agrees to provide health care coverage, pursuant to this Agreement, for Union members who are on any leave under this Section, and union members shall not suffer loss of seniority accrual, however, union members shall pay for any medical insurance premium during unpaid leave.

ARTICLE XV - INSURANCE

SECTION 15.1 HOSPITAL-MEDICAL AND DENTAL INSURANCE.

The Village shall continue to make available to employees covered by this Agreement and their dependents substantially similar group hospital and medical insurance (including major medical insurance) and group dental plan as existed prior to the signing of this Agreement. The Village retains the right to elect a different insurance carrier or self-insure, so long as the benefits provided by such insurance continue (substantially) unchanged.

During the month of April 2015, the union, at its option, may reopen this Agreement in order to negotiate for a high deductible health insurance plan for employees and dependents combined with a Health Savings Account (HAS). The combined value of the insurance coverage plus the employer's contribution to the HSA will approximately equal the value of the other insurance options available to the employees.

During the term of this agreement, at its option, the employer may reopen this Agreement for the purpose of proposing an opt-out provision for hospital-medical and dental insurance.

SECTION 15.2 COST.

The Village will pay the entire cost of employee coverage for the insurance plans, except that each employee shall contribute fifteen percent (15%) of the cost of the individual or dependent insurance premiums.

Beginning 5/1/16, each employee shall contribute twenty percent (20%) of the cost of the individual or dependent insurance premiums.

SECTION 15.3 GROUP LIFE INSURANCE.

Union members (not dependents) shall be provided with \$25,000 group term life insurance and AD&D insurance paid for by the Village.

SECTION 15.4 COST CONTAINMENT.

The Village reserves the right to institute cost containment measures relative to insurance coverage so long as the basic level of insurance benefits remains substantially the same. Such changes may include, but are not limited to, mandatory second opinions for elective surgery, pre-admission and continuing admission review, prohibition on weekend admissions except in emergency situations, mandatory out-patient elective surgery for certain designated surgical procedures and pre-hospital review programs.

Section 15.5 INSURANCE COMMITTEE

An Insurance Committee shall be formed consisting of eight (8) members. Four (4) members shall be appointed by the Village Board, one of whom shall be designated as Chairperson. The other four members shall be appointed by bargaining units representing employees of the Village including one by the Police Sergeants and Lieutenants bargaining unit.

The Insurance Committee shall meet at least monthly, during the first week of the month, unless it is mutually agreed by both sides to cancel the monthly meeting. The Insurance committee shall investigate, explore and discuss alternative arrangements for hospital, medical and dental health insurance. The Employer shall make all relevant information available and this Committee will be empowered to research available insurance plans, comparing their costs and benefits, and invite representatives of insurance plans to Committee meetings for the purpose of providing information, presenting new plans and options and answering questions. Recommendations shall be made to the Village Board and to the principal officer of each Union who has representation on the Committee. If the recommendations are not accepted by the parties, any unresolved issues shall be subject to the impasse procedures provided for pursuant to Section 14 of the Illinois Labor Relations Act.

In the event that the parties reach an agreement as to insurance changes and such changes are implemented, either party may reopen Section 15.2 of this Agreement to modify the percent of the premium cost of applicable coverage to become effective May 1, 2016. Such a reopening of Section 15.2 shall also constitute a reopening of Section 13.1 concerning wages effective May 1, 2016, notwithstanding any language in Section 13.1 to the contrary. If no agreement is reached by May 1, 2016 on these issues and unless the time period is extended by mutual agreement of the parties, the parties shall proceed with the impasse resolution provisions of the Illinois Public Employee Labor Relations Act, which provisions include mediation and interest arbitration.

Changes to insurance coverage and costs made pursuant to this section shall be in addition to any changes made pursuant to Section 15.1 above.

ARTICLE XVI - GENERAL

SECTION 16.1 HEALTH AND SAFETY.

The Village will make reasonable provisions for the safety and health of Union members during their hours of employment. The Union members will abide by the health and safety rules of the Village. The council shall designate a Union representative to serve on the Village Safety

Committee. The Village Safety Committee shall meet, as needed, as to assist management in maintaining a safe and healthy work place and ensure Union member cooperation with safety rules.

SECTION 16.2 BOARD OF FIRE AND POLICE COMMISSIONERS.

The parties recognize that the Board of Fire and Police Commissioners has certain statutory authority over Union members covered by this Agreement, including but not limited to the right to make, alter and enforce rules and regulations. Nothing in this Agreement is intended in any way to replace or diminish the authority of the Police and Fire Commissioners, except that, at the employee's option, appeals of discipline shall be allowed through the grievance/arbitration provisions of this Agreement. Filing of a grievance on discipline shall constitute a waiver of all rights of appeal of the discipline to the Police and Fire Commission.

SECTION 16.3 BILL OF RIGHTS.

Nothing in this Agreement is intended to abridge rights of a Union member under the Uniform Peace Officer's Disciplinary Act. In the event of a claimed violation of Union members' rights under this statute, the matter may be raised in the grievance and arbitration procedure of this Agreement.

ARTICLE XVII - SUBSTANCE TESTING

SECTION 17.1 SUBSTANCE ABUSE TESTING.

The Village and the Union recognize and agree that the abuse of alcohol or controlled substances in the form of illegal drugs represents a true and clear danger to the community and the Department if not addressed by the provisions of this Collective Bargaining Agreement. As a consequence of this mutually recognized societal problem, the parties have agreed to the following provisions concerning such potential abuse.

SECTION 17.2 PROHIBITIONS.

Union members are prohibited from consuming alcohol or consuming, ingesting, injecting, possessing, selling, purchasing or delivering illegal drugs at any time during the work day or anywhere on the Village premises, except in accordance with duty requirements, or failing to report to their supervisor any known side effects of medication or prescription drugs which they are taking.

SECTION 17.3 TYPE OF TESTING.

Where the Village has reasonable suspicion that a Union member is then under the influence of alcohol or illegal drugs during the course of the work day, the Village shall have the right to require the Union member to submit to alcohol or drug testing. There shall be no random or unit-wide testing of Union members, except random testing of an individual Union member as authorized in Section 17.9, below.

SECTION 17.4 ORDER TO TAKE TEST.

The Village shall provide Union member with a written notice of the order at the time the Union member is ordered to submit to testing, setting forth the facts and inferences upon which the Village bases its conclusion of reasonable suspicions. The Union member shall have the right to consult with a Union representative and/or counsel prior to any questioning. Refusal to comply

with the order to test may subject the Union member to discipline, but the taking of a test shall not operate to waive any objection or rights the Union member may have.

SECTION 17.5 TESTS TO BE CONDUCTED.

The Village shall use only a clinical laboratory or hospital facility that is licensed per the Illinois Clinical Laboratory Act, which laboratory shall comply with all NIDA standards. The Village shall establish a chain of custody procedure to insure the integrity of samples and test results, and shall not permit the Union member or any other Union member to be part of such chain. Sufficient samples shall be collected so as to permit an initial, a confirmatory test, and a subsequent test to be arranged at a facility of the union member's choosing. Confirmatory testing shall be by gas chromatography, plus mass spectrometry (GOMS) or an equivalent scientifically accurate test.

SECTION 17.6 NOTIFICATION.

As to drug testing, the Village shall only be notified in the event that a sample has tested positive for a particular drug on both the initial and confirmatory test, and any information otherwise coming into the possession or knowledge of the Village (e.g. insurance billings) shall not be used in any manner or forum adverse to the Union member's interests.

As to alcohol testing, test results showing an alcohol concentration of .10 or more (based on grams of alcohol per 100 milliliters of blood) shall be considered positive; the Village shall bear the burden of proof of establishing that concentrations less than .10 indicate the Union member is under the influence, in violation of this Article. The Union member shall receive a copy of all test results, information, documents and other reports received by the Village.

SECTION 17.7 RIGHT TO CONTEST.

The Union and/or the Union member shall have the right to contest and/or grieve any aspect of any testing under this Agreement, including the right to test, the order, the administration of the test, the significance or accuracy of the test, or the consequences of the test results. Nothing herein shall waive or limit any rights union members may have concerning such tests that may arise outside this Agreement, which the Union member may pursue with or without the Union.

SECTION 17.8 VOLUNTARY REQUESTS FOR ASSISTANCE.

No adverse employment shall be taken in any manner or forum against any Union member who voluntarily seeks assistance for alcohol or drug related problems, other than the Village may temporarily reassign a Union member if the Union member is then unfit for duty in the Union member's current assignment. All such requests shall be held strictly confidential and not released or used in any manner or forum contrary to the Union member's interests.

SECTION 17.9 DISCIPLINE.

In the first instance a Union member tests positive as defined above, on a drug or alcohol test, the Union member shall not be disciplined, provided the Union member participates in an appropriate treatment program determined by the Union member's physician, discontinues illegal use of drugs or abuse of alcohol, and submits to random testing as directed by the Union member's counselors in an appropriate after care program.

Union members who do not comply with the conditions of this section, or who test positive for the second time, shall be subject to discipline. Union members who are unfit to perform reasonable duties to which they may be assigned during the period of their treatment and after care, shall be permitted to take accumulated time off and shall be afforded a leave of absence upon request for the period of counseling and after care, at the option of the Union member.

ARTICLE XVIII - MISCELLANEOUS PROVISIONS

SECTION 18.1 INDEMNIFICATION.

The Village shall be responsible for, hold Union members harmless from and otherwise pay for damages or monies which may be adjudged, assessed or otherwise levied against any officer covered by this Agreement in accordance with 65 Illinois Compiled Statutes, §5/1-4-5 and §5/1-4-6.

SECTION 18.2 INSPECTION OF PERSONNEL FILES.

The Village agrees to comply with the Personnel Records Review Act, 820 Illinois Compiled Statutes §4010.01 et seq.

SECTION 18.3 PERSONAL ASSETS.

No Union member shall be required or requested to disclose any item of their property, income, assets, source of income or assets, debts or personal or domestic expenditures (including those of any member of his family or household) unless such information is necessary in an internal investigation with regards to the Union member's assets.

Nothing provided herein shall be construed to exclude any Union member from the requirements of the Illinois Governmental Ethics Act and the financial disclosure provisions contained therein or any other state or federal law requiring financial disclosure.

SECTION 18.4 RELEASE OF INFORMATION.

No photograph or personal information will be disclosed by the Village to the media at any time during the term of this contract, unless the Union member approves of such disclosure in advance of its release. The Village shall not disclose a Union member's home address and home telephone number.

SECTION 18.5 TESTIMONY.

The Village shall not compel a Union member under investigation to speak to, testify before, or be questioned by any civilian review board EXCLUDING: The Dolton Board of Fire and Police Commissioners.

SECTION 18.6 MAINTENANCE OF STANDARDS.

Any member serving in an additional supervisory capacity shall be compensated at a rate of pay, as determined by the Administration.

SECTION 18.7 IMPASSE RESOLUTION.

The resolution of any bargaining impasse shall be in accordance with the Alternative Impasse Resolution Procedure attached as Appendix C and incorporated herein by reference.

SECTION 18.8 RESIDENCY REQUIREMENTS.

All members of the bargaining unit shall be permitted and authorized to reside not more than twenty-two (22) miles from the nearest corporate limit of the municipality as though the said mileage limitation was in effect upon the date of hire of each such current bargaining unit member. The Village agrees that it shall enact no ordinance, rule or regulation which would diminish the twenty-two (22) mile limit.

All employees shall either reside within this limit or must establish their residence within the limit within one (1) year from their date of hire. Failure to establish such residence shall result in the termination of said employee.

Any alleged violation of this provision and limitation shall be subject to the provisions of the Grievance Procedure of this Agreement and, as to future bargaining, subject to the provisions of impasse and interest arbitration pursuant to the provisions of the IPLRA, as amended.

ARTICLE XIX - SECONDARY EMPLOYMENT

SECTION 19.1 PURPOSE.

The purpose of this policy is to have notice of regular off-duty employment, and to regulate, fairly assign and set forth guidelines to govern extra duty employment, of those jobs offered to Union members due to their vested police powers granted by the Village.

SECTION 19.2 DEFINITIONS.

- A. REGULAR OFF DUTY EMPLOYMENT: Any employment that does not require the actual or implied use of law enforcement powers by the employee, or security services in accordance with Section 19.3 D, 1 through 10 thereof, wherein law enforcement powers are required.
- B. EXTRA DUTY EMPLOYMENT: Any employment performed in the Village of Dolton that is conditioned on the actual or implied use of law enforcement powers by the employee.

SECTION 19.3 REGULAR OFF DUTY EMPLOYMENT.

Union members may work regular off duty employment that meets the following criteria:

- A. Employment is non-police in nature and police powers are not a condition of employment. Employment is not performed during assigned hours of duty with the Dolton Police Department.
- B. Employment that does not constitute a threat to the status or dignity of the police department or that presents no potential conflict of interest between the Union member's position on the police department and their duties for the off duty employer. Such employment shall not be investigatory in nature and shall not involve the use of the uniforms, equipment or resources of the Police Department of the Village of Dolton.

C. Employment is performed at businesses and establishments approved by the Board of Trustees of the Village of Dolton, as amended, from time to time, upon the request of the Council.

D. The list provided for in paragraph C above shall include the following:

1. Sports Facilities
2. Exposition Centers and Facilities
3. Financial Institutions
4. Theatrical and Entertainment Facilities
5. Malls of all Descriptions
6. Recreational Facilities
7. Local, State, and Federal Governmental Facilities
8. Hotels and Residential Complexes
9. Hospitals, Clinics and similar facilities
10. Security Companies furnishing services for 1 through 6 above
11. Facilities for the Sale of Merchandise, Food and Services
12. Construction, Rehabilitation, Renovation, Trades Work

Examples of employment which constitute a threat to the status or dignity of the police department are:

1. Establishments which primarily sell pornographic magazines, pornographic sexual devices, or that provide entertainment or services of a sexual nature.
2. Employment in a business that primarily sells or dispenses alcoholic beverages.
3. Employment that is illegal under the laws of the United States or the State of Illinois

Union members shall be eligible for off-duty employment provided that they are not on a medical leave of absence due to an on duty injury.

SECTION 19.4 EXTRA DUTY EMPLOYMENT.

Union members may engage in extra duty employment that meets the following criteria:

- A. The extra duty employment is performed within the corporate limits of the Village of Dolton.
- B. Where any person or concern employs police officers in uniform or plainclothes whose employment is conditioned on the use or implied use of their police powers.
- C. Type of extra duty employment are:
 1. Traffic and pedestrian control or safety.
 2. Crowd control.
 3. Security and protection of life and property, which shall not include bodyguard or escort services.

Union members shall be eligible for extra duty employment provided that the member is actively employed by the police department.

SECTION 19.5 NOTICE AND ACKNOWLEDGEMENT.

For regular off duty employment, the Union member is required to give notice of such employment within the (10) days of their hire date or ten (10) days within their separation date, to the Village and the Village will acknowledge receipt said notice.

SECTION 19.6 INSURANCE COVERAGE NOTICE.

The village shall provide certification to the police department that the Union member is protected by Workers Compensation Insurance while employed in their extra duty capacity.

SECTION 19.7 INDEMNIFICATION.

Employers of police department Union members who are working extra duty employment shall indemnify and defend the Village of Dolton and the police department for all liability associated with claims resulting from such extra duty assignment the employee.

SECTION 19.8 EXTRA DUTY REQUESTS.

Requests for Union members to work extra duty employment shall be directed, whenever possible, in writing, to the Chief of Police for his approval and assigned to his designee for purposes of scheduling employees and supervising their performances. Such approval for extra duty assignments shall not be unreasonably denied or withheld by the Chief.

Whenever a Union member is denied approval under the provisions of this Section. Such Union member may appeal such denial to the Village Administrator. The decision of said Village Administrator shall be final.

SECTION 19.9 ASSIGNMENTS.

Extra duty employment assignments and opportunities shall be offered to Union members on a seniority basis beginning with the most senior and descending to the least senior Union member. Thereafter, such assignments and opportunities shall be offered to reserve officers to complete the assignments required.

Thereafter, if an insufficient number of Union members, police officers, and reserve officers have accepted assignment for such extra duty employment, the Village shall have the right to require extra duty employment participation from Union members on a seniority basis, beginning with the least senior member and ending with the most senior member of the Union. All applicable wage and employment laws shall be adhered to in this process.

SECTION 19.10 REVIEW OF RECORDS.

The President of the Union or his designee shall have the right to review all records pertaining to extra duty scheduling, assignments and Approvals.

ARTICLE XX - TERM OF AGREEMENT AND LEGALITY CLAUSES

SECTION 20.1 COMPLETE AGREEMENT.

This Agreement supersedes and cancels all prior practices, policies and agreements, whether written or oral, unless expressly stated to the contrary herein, and constitutes the complete and entire agreement between the parties and concludes collective bargaining for its term. If a past practice is not addressed in the agreement, it may be changed by the Village as provided in the Management Rights clause.

SECTION 20.2 SAVING CLAUSE.

In the event any Article, section or portion of this Agreement should be held invalid and unenforceable by any board, agency or court of competent jurisdiction, such decision shall apply only to the specific article, section or portion thereof specifically specified in the board, agency or court decision; and upon issuance of such a decision, the Village and the Union agree to immediately begin negotiations on a substitute for the invalidated Article, section or portion thereof. During the course of such negotiations, Article VII, No Strike-No Lockout, shall remain in full force and effect.

SECTION 20.3 TERM OF AGREEMENT.

This Agreement shall be effective retroactive to May 1, 2012, for purposes of all wages, and benefits and contractual provisions and shall remain in full force and effect until 11:59 p.m., April 30, 2017. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing at least sixty (60) days prior to the anniversary date that it desires to modify this Agreement.

SECTION 20.4 NEGOTIATIONS.

In the event that such notice is given, negotiations shall begin no later than thirty (30) days prior to the anniversary date. If notice is given, this Agreement shall continue in effect after its termination date until a new Agreement is reached.

SECTION 20.5 CONTINUING EFFECT.

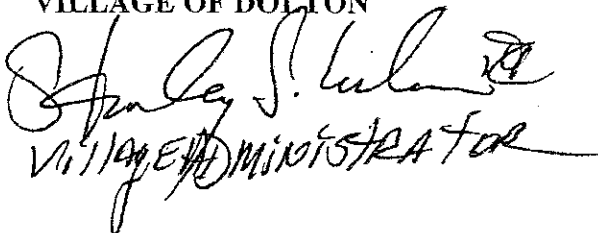
Notwithstanding any provisions in this to the contrary, this Agreement shall remain in full force and effect after any expiration date while negotiations for Resolution of Impasse Procedure are ongoing for a new agreement or any part thereof between the parties.

SECTION 20.6 TERMINATION.

In the event that either party desires to terminate this agreement, written notice must be given to the other party no less than ten (10) days prior to the desired termination date, which shall not be before the anniversary date set forth in Section 18.4 above.

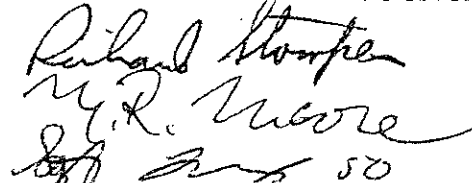
EXECUTED THIS 20 DAY OF OCTOBER, 20 14 AT DOLTON, ILLINOIS,
by the undersigned, all having been duly authorized by their respective parties and intending to
be legally bound hereby.

VILLAGE OF DOLTON


VILLAGE ADMINISTRATOR

21

ILLINOIS FRATERNAL ORDER
OF POLICE LABOR COUNCIL


RICHARD THOMPSON
V.P. MOORE
50

APPENDIX A

Dues Authorization Form

**ILLINOIS FRATERNAL ORDER OF POLICE, LABOR COUNCIL
974 CLOCKTOWER DRIVE
SPRINGFIELD, ILLINOIS 62704**

I, _____, hereby authorize my Employer, the Village of Riverdale, to deduct from my wages the uniform amount of monthly dues set by the Illinois Fraternal Order of Police Labor Council, for expenses connected with the cost of negotiating and maintaining the collective bargaining agreement between the parties and to remit such dues to the Illinois Fraternal Order of Police Labor Council as it may from time to time direct. In addition, I authorize my employer named hereinabove to deduct from my wages any back dues owed to the Illinois Fraternal Order of Police Labor Council from the date of my employment, in such manner as it so directs.

Date: _____

Signed: _____

Address: _____

City: _____

State: _____ Zip: _____

Telephone: _____

Employment Start Date: _____

Title: _____

Employer, please remit all dues deductions to:

Illinois Fraternal Order of Police Labor Council
Attn: Accounting
974 Clocktower Drive
Springfield, Illinois 62704

(217) 698-9433

Dues remitted to the Illinois Fraternal Order of Police Labor Council are not tax deductible as charitable contributions for federal income tax purposes; however, they may be deductible on Schedule A of Form 1040 as a miscellaneous deduction.



Grievant's Name: _____
Last First M.I.

Date of Incident or Date Knew of Facts Giving Rise to Grievance: _____
 Article(s)/Sections(s) violated: _____, and all applicable Articles.
 Briefly state the facts: _____

Given To: _____ Date: _____

FOP Representative Signature

Position

Date _____

Reasons for Advancing Grievance: _____

Given To: _____ Date: _____

FOP Representative Signature

Position

Date _____

STEP THREE

Reasons for Advancing Grievance: _____

Given To: _____

Date: _____

Grievant's Signature _____

FOP Representative Signature _____

EMPLOYER'S RESPONSE

Employer Representative Signature _____

Position _____

Person to Whom Response Given _____

Date _____

Lodge/Unit No. / Year / Grievance No.

STEP FOUR

Reasons for Advancing Grievance: _____

Given To: _____

Date: _____

Grievant's Signature _____

FOP Representative Signature _____

EMPLOYER'S RESPONSE

Employer Representative Signature _____

Position _____

Person to Whom Response Given _____

Date _____

REFERRAL TO ARBITRATION by Illinois FOP Labor Council

Person to Whom Referral Given _____

Date _____

FOP Labor Council Representative _____

